



WORKING *together*

PERFECT (JOB) MATCH

Life lifts up when you love your work

A thorough period of his employment consultant (EC) getting to know Craig Watts led to learning that Craig loves trucks. She also noted his reliability and punctuality.

Yet thirty-year-old Craig had never worked before. Until now his learning disability, depression and anxiety had been significant barriers to his seeking work. Due to his shyness, his mother, Mandy, attended his first NOVA meeting with Craig, where she advised staff

that he was very closed in, has no friends and does not like the outside world, tending to sit at home playing games.

Soon, his EC had secured an interview with **Network Auto & Trucks**. The vacancy was for truck detailing. When Craig was initially offered the position, his EC supported him by driving to his house every morning to pick him up at 7am. Since April 2018, he has travelled to work independently and has built up to working four to five shifts per week.

Mandy says her son is a new man since starting a job that he loves. 'Craig

can't stop talking about his day at work and how much he enjoys it,' she says. He now socialises and has a girlfriend. Craig has lost weight, holds his shoulders back, smiles and is generally much more confident and happy. Is there anything better than that?



A WORD FROM MARTIN

The inefficient leopard

I love that perceived challenges force us to think outside the square, which can lead to innovation that, in turn, can affect our bottom line. To this end, in 'Sorted' (overleaf), I share insight from one of our successful employers.

This conversation made me realise that really, truly, I shouldn't wash my own car! It is an inefficient way to spend NOVA's funds. Just like getting someone else to make my coffee and print my documents makes economic sense, so does sending my car out for a wash, while I'm strategising and deciding, guiding and mentoring staff, and keeping in touch with and influencing the broader disability employment services industry.

But when I'm driving about and I see a carwash, I'm in the habit of engaging the old bones and giving the car a bit of a hose down. I wonder, can this leopard change its inefficient spots?

Martin Wren
CEO NOVA Employment



SORTED!

Flexibility breeds innovation

I gleaned great insight from speaking with an employer the other day. We spoke about the need for flexibility when employing people with disability.

Many employers fear the perceived amount of change required to employ someone with limited mobility and/or certain behaviours. If this is you, get in touch. We can step you through how it would be for your workplace and put you in touch with employers who have completed the transition. Often, the changes are far less extensive than you expect.

However, the insight came from chatting with this employer about how this flexibility has been brilliant for business in several ways:

1. It offered him an opportunity to look at workflow, which in turn
2. Recalibrated which tasks are completed by which staff, which led to
3. Employing anybody new presents an opportunity for businesses to redesign jobs, which can lead to allocating tasks more efficiently. In this case...
4. Existing staff felt more stimulated by their work, and
5. The new staff member enjoyed challenges suited to their skills and experience, which
6. Affected the bottom line of this business, because tasks were remunerated according to their complexity.

All good, as they say!

What's your 'added bonus' when it comes to employing staff with disability? We'd love to hear from you.

*All labour
that uplifts
humanity has
dignity and
importance
and should be
undertaken
with
painstaking
excellence*

– Martin Luther King, Jr